



Policy 01:114 – Title IX Compliance

Title IX states that “no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

Title IX covers all aspects of education programs and the treatment of students, including, but not limited to, admissions, athletics, employment and campus life, at all levels of education. The Director of Human Resources and Risk Management serves as the University’s primary Title IX and Equal Opportunity Compliance Officer and is responsible for coordinating the administrative investigation of all Title IX reports and is available to discuss options, explain University policies and procedures, and provide education on relevant issues.

Sexual harassment is a form of sex discrimination and is prohibited by Title IX. Sex discrimination or sexual harassment will not be tolerated at the University of Montevallo. The University will take steps to prevent recurrence of any harassment and to correct its discriminatory effects on the complainant and others as appropriate.

The University of Montevallo Title IX Compliance Officers are:

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Title IX Compliance Officers monitor and evaluate campus efforts to meet the requirements of Title IX which prohibits all forms of sex discrimination in educational institutions that receive federal funding. In addition to coordinating the resolution of sex discrimination and sexual harassment issues, the Title IX Officers assist in the creation and maintenance of a campus community committed to positive values of equal opportunity and fosters an environment free from harassment, discrimination, exploitation, or intimidation. In carrying out these duties, the Title IX Officers shall exercise discretion and may involve other University officials, including

administrators from the Department of Athletics, Division of Student Affairs, and University Police Department.

Complaints or concerns about sexual harassment should be reported in accordance with the University's policy on sexual harassment. For detailed information regarding procedures for reporting sexual harassment, please see Administrative Policy 01:115 or contact a Title IX Officer.

Other complaints or concerns about sex discrimination in the University's programs and activities should be submitted immediately to a Title IX Officer. Formal complaints must include sufficient information to permit the Title IX Officers to identify the nature and scope of the complaint, including identification of the complaining party, so that an appropriate investigation may be initiated. The Title IX Officers will exercise discretion as to the scope and nature of the investigation, the participation of other campus officials, and the timing of the investigation process. Retaliation for making a complaint or participating in any investigation under this Policy is strictly prohibited and will result in appropriate disciplinary action, up to and including termination for employees and expulsion for students.

Approved 5/11

Updated 3/17